JAN 29 1987

MEMORANDUM FOR: Deputy Director for Administration

FROM: Hugh E. Price
Director of Personnel

SUBJECT: Decentralized ADP Support to DA Offices

REFERENCES: A. DDA 87-0056
B. OIT 1081-86

1. The Office of Personnel supports the proposal by the Director of Information Technology (OIT) to decentralize ADP development and production support to DA offices. We feel that there are many benefits in this; more direct response to office management and better allocation of resources to office priorities to name a couple. Many new systems and applications will need to be developed to support and manage the future Agency, especially as we establish the new pay, compensation, and benefits system and approach realization of the "terminal on every desk" concept. We feel very confident that the Office of Personnel (OP) can work closely with OIT in designing and developing the much needed programs in coordination with other supporting DA offices and Agency-wide management. At the most fundamental level, OIT and the DA Offices must work together so that systems are not developed in a vacuum incompatible with other elements. Having MZ careerists in each office can actually insure that applications developed for specific office needs still meet general Agency standards. Much needs to be done and decentralized ADP support should make it happen more quickly and efficiently.

2. We however, do have several concerns, all of them resolvable. As an office supporting the Agency as a whole, we want to have within our career service persons with strong skills in both the personnel and ADP fields. We need to nurture this capability to insure that we seek innovative solutions to personnel management problems. Thus, we do not agree that all people with ADP specialized skills be incorporated into the MZ Career Service. The Office ADP team can operate quite well with a combination of MZ and MP careerists. The Human Resources Modernization and Compensation Task Force is developing standards for pay, performance, and promotion for all ADP specialists in the Agency. These standards will help insure that the MZ and MP careerists will be evaluated and rewarded in a consistent manner.

25X1

25X1

We also feel that more needs to be done in defining the Corporate Data effort which is to be retained in OIT. Much of what OP is presently doing to support the new Human Resources Management system is considered a "corporate data base." As the system develops toward implementation, much more will be so defined. OIT's proposal is not clear in what they mean by Corporate Data effort.

3. The numbers, as shown on the attachment to Reference B, appear to be adequate from OP's standpoint. We estimate that our manpower requirements to adequately support the three basic areas are:

Production Support   25X1
Maintenance
Systems Development
         TOTAL   25X1

The [ ] is fairly consistent with Attachment B which shows [ ]   25X1
transferring to OP [ ] on rotation). We would   25X1
like to know how many of the OIT people presently are involved in each area of systems development, maintenance, and production and what systems they presently support. OIT's proposal states that space obviously will be a problem as their people relocate to the supported offices. We do not have extra space [ ] but perhaps could incorporate the OP ADP   25X1
team's needs into the space allotted to us [ ] The   25X1
timing of this would be the Summer of 1987.

5. In short, we find the proposal potentially very beneficial and look forward to a resolution of our few concerns and eventual implementation.

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Hugh E. Price

2

SECRET